

<p style="text-align: center;">Town of Westford PAY CLASSIFICATION PLAN Effective July 1, 2014</p>
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Salary Ranges per Band

BAND	MIN	MID	MAX
10	\$112,974	\$120,739	\$128,503
9	\$78,973	\$95,974	\$112,974
8	\$72,449	\$88,046	\$103,643
7	\$66,468	\$80,777	\$95,085
6	\$60,978	\$74,106	\$87,233
5	\$55,945	\$67,989	\$80,032
4	\$49,950	\$60,704	\$71,458
3	\$44,599	\$54,199	\$63,799
2	\$39,819	\$48,391	\$56,963
1	\$35,554	\$43,208	\$50,862

BAND	POSITION TITLE
10	Fire Chief
10	Police Chief
9	Finance Director
8	Assistant Town Manager
8	Director of Land Use Management
8	Director of Technology
7	Director of Human Resources
7	Director of Parks, Recreation & Cemeteries
7	Highway Superintendent
7	Library Director
7	Director of Health Care Services
7	Town Engineer
7	Water Superintendent
6	Budget Director
6	Building Commissioner
6	Director of Environmental Services
6	Principal Assessor
6	Town Accountant
6	Treasurer/Collector
6	Water Operations Manager
5	Assistant Town Engineer
5	Business Manager, Water Department
5	Director of Elder Services
5	Town Clerk
4	Assistant Library Director
4	Compliance Manager/Water Department
4	Finance & Budget Analyst
4	Public Health Nurse
4	Social Worker
3	Administrative Assistant to the Town Manager
3	Animal Control Officer
3	Benefits Coordinator
3	Senior Librarian

3	Systems/Automation Manager, Library
3	Veterans Services Officer
2	Administrative Assistant
1	Activities Coordinator
1	Elder Outreach Coordinator
1	Planner 1

HOURLY CLASS **	MIN	MAX
Auxiliary Firefighter	N/A	11.57
Library Page	8.53	9.36
COA Lead Van Driver	14.78	18.69
COA Van Driver	9.39	16.38
Evening Supervisor/Senior Center	13.65	18.20
Senior Volunteer Worker	11.39	15.19
Student Intern I	10.24	12.85
Student Intern II	10.24	11.66
Student Intern III	11.39	12.84
Receptionist	12.51	14.02
Registrar	11.39	15.19

* Further hourly wages for temporary or seasonal employees will be compatible to, but not greater than, the wage rate provided non-contract employees.